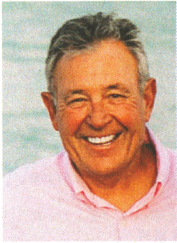




JOHNSON-DAVIS INC.

Pipeline Connection

There is Always Time “To Do It Right”



Too often in business and in life, people

don't take the time “to do it right”.

Whether it is a report, a proposal, a meeting, or a birthday wish, attention to detail, timeliness, and sincerity are all very important.

If in the recent past you have found yourself giving less than 100% in any relationship, take time this holiday season to refocus and recharge for the new year. Go the extra mile, and be the best coworker, friend, customer, family member, or boss that you can be.

We can all do better if we work hard at it!

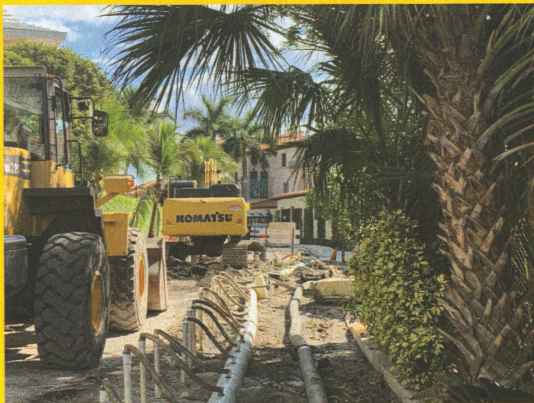
I think everyone will be surprised how good things can be if everyone is focused on commitment and quality.

Enjoy the upcoming holiday season. It is an ideal time to rest, relax, visit, and recharge for 2020.

Enjoy,
Scott Johnson
President

Inside this issue:

- > Project Spotlight: Neighborhood Roads District 4 Years 3 & 4 – Pages 2 to 3
- > Employee Spotlight and Development – Pages 4 to 5
- > Current and Upcoming Projects – Page 6
- > Safety Scoop – Page 7
- > Benefits – Pages 8 to 9
- > Project Spotlight: City of Stuart Grinder Stations – Pages 10-11



Worth Avenue Block 400 Improvements: (Left) Jacky Henrisme's crew installs drainage on Worth Avenue in front of a prominent Palm Beach country club. (Right) Chescal Ceance's crew installs new watermain on top of 36 inch drainage that the crew previously installed for the Town of Palm Beach.

Neighborhood Roads District 4 Years 3 & 4

By: Douglas Ipolito,
Project Manager



Chescal Ceance's crew installing 36" drainage in tight quarters

The City of Lake Worth Beach contracted J.W. Cheatham to perform their Neighborhood Roadway Project. Johnson-Davis was

awarded the sub-contract to perform the drainage work along with various watermain offsets and other utility items.

The most unique item under the drainage elements to be performed is the installation of a WaStop by Wapro. This is an Inline Check Valve designed to prevent the high tide water levels of the Intracoastal Waterway (ICWW) from flooding the neighborhood around the drainage outfall pipe. The Johnson-Davis team is work-

ing closely with the City of Lake Worth Beach and its engineers and the engineers at Wapro to ensure that the Inline Check Valve is set at the best location to prevent flooding and allow access for maintenance of the valve and the existing outfall pipe. The installation of the valve at the outfall location in the ICWW has presented some challenges, but we are confident that it will be a success.

The project kicked off with Pre-Construction meeting on June 20th and Johnson-Davis started work in late September installing drainage items throughout the neighborhood.

The crew, led by Foreman Anthony Valverde, has done a wonderful job, with

the help of the attentive Superintendent Rich Heller III, of staying ahead of potential conflicts and working with the City and the CEI to brainstorm creative solutions when conflicts are discovered. The crew has moved drainage structures and changed pipe type and size to avoid conflicts at every turn, working closely with Wes Schaefer with J.W. Cheatham and inspectors from Mock-Roos and WGI.



Crew installing 6" watermain deflection to the new fire hydrant prior to installation of the new drainage



Crew installing double barrel 12" drain line on South Lakeside Drive

Neighborhood Roads (continued)



Flowable fill was used to protect the double barrel 12" drainage pipes

At one point the existing utilities prevented the 18" drainage from being installed, and the team decided to substitute dual 12" drainage runs to convey the storm water and prevent an entire redesign of the system.

The crew continues to work at a safe and steady pace while managing the usual hurdles of work in City limits that consist of very tight work areas, little room to store materials, and neighbor-

hood traffic that must have access to and from their homes, all the while trying to keep the water flowing.

Thanks to all. Keep up the good work!

The project consists of:

- Removal of existing drainage,
- Installation of over 1,000 lf of various size and types of drainage pipe,
- Installation of 10 drainage structures,
- Modifying existing drainage structures,
- Performing line stops and water-main offsets to make room for the new drainage,
- and the very critical WaStop (inline check valve).

OWNER:

**City of Lake Worth
Beach**

CITY PROJECT MANAGER:

Julie Parham, P.E.

CONSTRUCTION MANAGERS:

Mock-Roos/WGI

GENERAL CONTRACTOR:

J.W. Cheatham

J-D PROJECT MANAGER:

Douglas Ipolito

SUPERINTENDENT:

Rich Heller III

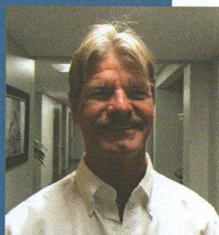
ESTIMATOR:

Scott Johnson

MAJOR SUBCONTRACTOR:

**Rangeline Tapping
Services**

Happy Retirement Norm Weaver!



Superintendent Norm Weaver is retiring after decades in the industry and more than a decade with Johnson-Davis.

Well known for his vast industry knowledge, dedication, teamwork, and self-sufficiency, Norm is highly revered by

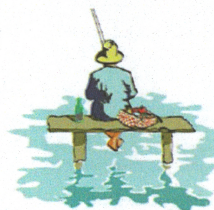
those both inside and outside of our organization.

Norm is also known for being a pleasure to work with and for his dry sense of humor.

He has left his mark on J-D, and we hope to carry on his values and good work.

We will miss him but hope that he enjoys his well-deserved retirement!

Norm Weaver is o-FISH-ally retired!



Employee Development

We are proud of our employees for completing the following training:

Forklift Safety

- Rodolfo Brown

Worksite Traffic Flagging for Safe MOT

- Reginald Bell
- Jerry Davis
- Humberto Gil Vazquez
- Kenneth Harp
- Antonio Jimenez Hernandez
- Moises Molina
- Aniel Phanor
- Kechener Philemons
- Robens Pierre

- Robert Smith

Great work, everyone!

On the SR 713 project in Fort Pierce, Pablo Fernandez has completed FDOT-approved on-the-job training for the Loader Operator classification. Congrats, Pablo!

Congrats to Clark Cryer for obtaining his Florida Plumbing Contractor license. Way to go, Clark!

Our Mainline Foremen have begun using an electronic

reporting system to submit their time, productions, materials, and other data to their managers and the office. This allows foremen to communicate this information on a live basis, allowing for better management of our projects.

We will be rolling this software out to our Backup Crew Leaders in early 2020.



In the Press

Johnson-Davis Inc. was featured in the Summer 2019 *NUCA Business Journal*. The five page spread described our Margate Aerial Crossing project that was a winner in the National Utility Contractors Association Top Jobs competition earlier this year. The award was in



recognition of an outstanding project that exhibited innovative solutions to challenging obstacles while producing the highest quality results. Thanks to everyone who made this project a success.

The SR 713 project team was proud to meet Congressman Brian Mast in October for a site visit. Representatives from Johnson-Davis, Halley Engineering, Cardno, Corradino Group, FDOT, Florida Concrete Pipe Association, and Rinker Pipe all participated in the visit.



Kudos Korner

Congratulations to the following employees on their promotions:

- Willy Dieujuste to Pipelayer
- Pablo Fernandez to Loader Operator
- Rich Heller III to Superintendent
- Antonio Jimenez Hernandez to Skilled Laborer
- Jameson Joseph to Skilled Laborer
- Gerome Julceus to Skilled Laborer
- Andres Pascual to Pipelayer
- Robens Pierre to Backup Crew Leader
- Thomas Taylor to Tailman



In Memoriam: Peter Newman

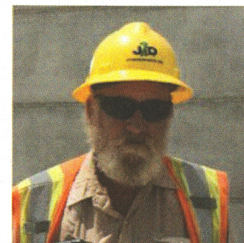
Johnson-Davis fondly remembers Peter Newman, one of our family members recently lost.

Pete has operated equipment for us since 2013. He was a team player, willing to run

any type of equipment asked anywhere we needed it done. He could always be counted on to be where he was needed, to focus on the work, and to stay until the job was done.

With his considerable knowledge and experience in construction, Pete was also both a sounding board and resource for newer and up and coming foremen.

He will be missed.



Some Current and Upcoming Projects

<u>Job #</u>	<u>Project</u>	<u>Prime Contractor</u>	<u>Owner/Developer</u>	<u>Start</u>
61588	Turnpike Crossing Building IV	Messier Land Developing	Duke Properties	Dec 2019
11626	Kings Highway Utility Improvement	Johnson-Davis Inc.	Fort Pierce Utility Authority	Jan 2020
11640	Worth Avenue Block 400 Improvements	Johnson-Davis Inc.	Town of Palm Beach	Oct 2019
11645	Congress Avenue Waterman Replacement	Johnson-Davis Inc.	City of Riviera Beach Utilities	Nov 2019
61652	Arcadia Gardens	Hardrives, Inc.	Current Builders	Dec 2019
11656	N-17 Control Structure	Johnson-Davis Inc.	Central Broward Water Control District	Jan 2020

ENR Rankings

Johnson-Davis proudly ranks again in the *Engineering News-Record's* lists of top specialty contractors.

We are ranked #510

on the list of the Top 600 Specialty Contractors in the United States, up from #551 last year. We are now ranked #38 on the list

of the Southeast Top Specialty Contracting Firms, up from #50 last year.

Thanks for everyone's hard work!



In Memoriam: Garry "Joe" Warner

Johnson-Davis is sad to say goodbye to one of our family members, Garry "Joe" Warner.

Joe worked with J-D for ten years as an operator, primarily run-

ning a loader.

Joe was known as a hard worker. He was always happy to lend a hand to anyone who needed it— both in and out of work— and would give a person

the shirt from his back.

He loved his family, heavy equipment, fishing, and football (especially the Georgia Bulldogs and Atlanta Falcons).

You are missed, Joe.

Safety Scoop: Living our CORE Values

By: Andy Thomson,
Safety Director

The CORE Values that we have established for Johnson-Davis were carefully thought out and designed to define who we are as a family company, and a long-standing business that cares about its employees and serves our clients and the communities that we work in. Although all the values are important, the order in which the CORE Values were listed was also carefully considered to ensure that we have prioritized them in some meaningful way.

Therefore, it should come as no surprise that Safety tops the list of 14 CORE Values that define our company. The very nature of a value dictates that each are “guiding principles”, more than a priority, and something that when all things are considered in our lives, we absolutely must have to continue.

Knowing this when considering what values we would use to

define Johnson-Davis, we had to take the approach that any item that makes the list was an absolute “must have” in order to define how we conduct ourselves and our business every day, or in other words, our ideal operating state.

In order to truly have Safety be both a priority and a CORE Value, we must understand how to achieve it meaningfully so we can fulfill our ideal definition of how we operate. How we do so must also be sustainable, or easily reproduced, so that we ensure Safety is an integral part of our ongoing culture.

This can be our biggest challenge! Sustaining meaningful Safety activities can seem difficult until they become second nature to the crew, Crew Leaders, Foremen, and Superintendents of the company.

We have worked hard to develop a system of activities over time that accomplish a large part of sustainability. We do this also

by creating accountability for the issues we face. When we take responsibility for our failures as well as our successes, we become better able to understand what we need to do in our future together to improve. If we don’t look at failures closely, we will never see the work that must be done moving forward. Making this distinction and staying with the improvement process that results are a large part of creating sustainable results in safety!

Another tool that we use to achieve sustainability is in how we measure things. Our culture is no different. We must measure the health of our culture to know what must be done to reinforce it. The best way for us to do this is to compare what we see when looking at crews with our 14 item Core Value list. In the coming months you may see management levels of the company performing small, audits of our CORE Values on each of our sites. The

information that we collect will go a long way toward building and maintaining a great culture and is necessary so that we can get an accurate picture of daily life for everyone in the company.

Thank you for all your hard work and best wishes for a continued safe year!



Open Enrollment



Johnson-Davis is in its annual benefits open enrollment period. We are pleased to remain with our current carriers in 2020.

Employees wishing to add or drop depend-

ents, add or drop plans, or make changes to plans can do so now with changes effective January 1, 2020.

If no paperwork is completed by Decem-

ber 26, employees and their dependents will remain in their existing benefits.

Please reach out to Human Resources with any questions or for any information.

Finding In-Network Providers

MEDICAL PLANS

Go to www.floridablue.com

Towards the top middle, click on “Find a Doctor”

Scroll down to the dropdown menu under “Just Browsing? Select a Plan” and in the dropdown, select the correct plan information:

If you are in the **Medical HMO**, select “Blue Care (HMO)”

If you are in the **Medical PPO**, select “Blue Options”

If you are in the **Medical HDHP**, select “Blue Options”

Click Continue.

Select the type of doctor you are looking for, and follow the prompts. You can search for providers near your zip code, a specific doctor’s name, doctors who speak a certain language, and more.

Click “Search Now”.

DENTAL PPO PLAN

Go to www.principal.com

Toward the top middle, click on “Employers”

Click on “Employee Benefits”, and in the dropdown click on “Find a Dentist”

This is where you input the information on the dentist. You can search for providers by zip code and more.

When it asks you to specify a network, select “Principal Plan PPO”

DENTAL DMO PLAN

Go to www.solsticebenefits.com

On the right side of the screen, select plan “S500, S500A, S500AP & S500B -SHP”

This is where you input the information on the dentist. You can search

for providers by zip code and more.

Click “Search Providers”

VISION PLAN

Go to www.vsp.com

Towards the top left, click on Members “Find a Doctor”

For Doctor Network, select “Choice”

This is where you input the information on the vision provider. You can also search for providers by zip code and more.

LOCATE PROVIDERS BY TELEPHONE

You may also call our benefits agency Jordan Dynamics at 800-832-1018 for assistance. Jordan Dynamics has English and Spanish-speaking representatives available to help.



401k Retirement Plan

Johnson-Davis Inc. offers a 401k retirement plan to help employees save for their retirement. In addition to the money that employees contribute, Johnson-Davis offers a considerable match of the money.

Would you like to change the amount of

money that you save out of your paycheck each week? You can increase or decrease this amount every January 1, April 1, July 1, and October 1. Contact Human Resources for paperwork.

If you would like more information on your

account or would like to change where your funds are invested, please contact Principal Financial Group at 1-800-547-7754 or www.principal.com. You may also contact our Financial Advisor group with Merrill Lynch at 1-954-537-3801.

Beneficiaries

As the year comes to a close, it is time to review your beneficiary elections.

Your beneficiary(ies) are the people who receive money if you pass away.

If you have experienced a major life event such as a birth, death, marriage, or divorce, you may want to think about updating your beneficiary(ies) for your company-provided life

insurance policy and/or 401k retirement plan.

You may update your beneficiary any time of year. Contact Human Resources for the required paperwork.



Flu Shot Raffle



In an effort to encourage good health during this flu season, Johnson-Davis employees who received flu shots

were given \$10 gift cards for Target. We hope everyone enjoys spending their gift card!

In addition, employees who received flu shots were entered into a drawing for an

extra day's pay! Congratulations to Foreman Sergio D Filipone for winning our 2019 flu shot raffle.



City of Stuart Grinder Stations

By: Edwin Jacobs,
Project Manager

The City of Stuart Grinders Station project is designed to abandon the existing septic systems located at homes in numerous locations and connect the homes to the sanitary sewer system.

Johnson-Davis is responsible to install a grinder tank, connect the tank to an electrical panel, connect the 1.25/2.00-inch poly pipe to the main sewer line, and perform directional bores from the roadway to each of the home addresses.

These grinder stations will grind up

the sewage and send it to the sewer main.

The crews of Lenny Arce

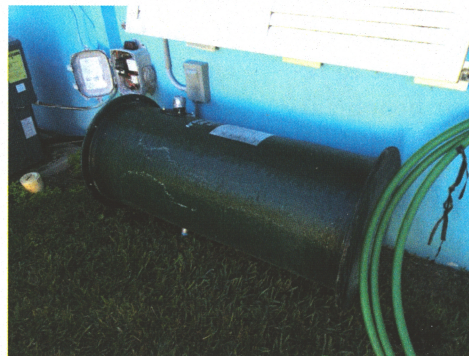
Urieta and James Albritton have worked on this project,

and the City of Stuart has expressed that it is very pleased with their work. In fact, the City of Stuart would like for us to remain and complete additional locations that are slated to open in the year 2020.

Johnson-Davis has completed more than 150 grinder station installs to date and bored over 13,000 linear feet of poly pipe to homes, all without any complaints from the residents.



We have enjoyed working with the City of Stuart team including Project Manager Chad Herzog and Field Super-



visors Willie Hatcher and Robert Noon.

This project could not have been a success without our partner Wilco Electric LLC, our directional bore subcontractor, and its Project Manager Raul



Grinder Stations (continued)

Zamarripa. We appreciate all that you have done.

We thank everyone involved for their quality and conscientious work. Keep it up!



OWNER:

City of Stuart

CITY PROJECT MANAGER:

Chad Herzog

J-D PROJECT MANAGER:

Edwin Jacobs

SUPERINTENDENTS:

Robert Earnest and Thomas Linsley

ESTIMATORS:

Walter Pfaffenberger and Scott Johnson

2020 Vacation and Holiday Schedule

2020 HOLIDAY SCHEDULE

New Years Holiday	Wednesday, January 1, 2020
Martin Luther King Day	Monday, January 20, 2020
Memorial Day	Monday, May 25, 2020
Independence Day	Friday, July 3, 2020
Labor Day	Monday, September 7, 2020
Thanksgiving Holiday	Thursday, November 26, 2020
	Friday, November 27, 2020
Christmas Day	Friday, December 25, 2020
New Years Day	Friday, January 1, 2021

2020 CREW VACATION SCHEDULE (but not shop personnel)

Friday, July 3, 2020, through Monday, July 6, 2020

– AND –

Saturday, November 21, 2020, through Sunday, November 29, 2020

– AND –

Wednesday, December 23, 2020, through Sunday, January 3, 2021





Atlantic Avenue and the Turnpike: (Left) Jacky Henrisme's crew installs 42 inch watermain. (Below) Completed aerial crossing of the watermain for Ranger Construction Industries.



Riverwalk: James Albritton's crew uses a weir tank to dewater in order to reduce turbidity, prior to 10 foot sewer installation for American Engineering and Development.



Thank you to this issue's contributors: Matt Crist, Leonard Dennis, Rich Heller III, Bob Hopler, Doug Ipolito, Edwin Jacobs, Edric Martin, Andy Thomson, Anthony Valverde, and Norm Weaver.



Lyons Road Force Main north of Palmetto Park Road: (Left) Humberto Gil Vazquez builds a pier for an aerial crossing for Palm Beach County Water Utilities Department. (Right) Chesal Ceance and crew install the 12 inch force main aerial.

Winter 2019/Spring 2020

Construct with
Confidence



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Fax: (561) 585-5252
Email: info@johnsondavis.com
Website: www.johnsondavis.com

Ft Pierce Office

863 S. Kings Highway
Ft Pierce, FL 34945
Phone: (772) 468-9200
Fax: (772) 468-9202

N-29A Canal Connector: After Odi Hernandez's crew installed 72 inch drainage, Gene Hayford's crew performed restoration including constructing a TRUEGRID fire access road for the Central Broward Water Control District.

